Army Management Staff College

"Educating Sustaining Base Leaders"

U.S. ARMY
MANAGEMENT STAFF COLLEGE

Home Station Briefing

To be presented by
Each proud AMSC Graduate
SBLMP Class 01-2

"Educating Sustaining Base Leaders"

Our Mission

To *educate* and prepare selected Army civilian and military leaders to assume *leadership* and management responsibilities throughout the *sustaining base*.

To provide consulting services and conduct research in support of the sustaining base.

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Focus on the Sustaining Base

That aggregation of:
- law, policy, regulation, guidance
- systems
- resources; $ and things
- people
- facilities; installations

which combine together to:
- prepare the soldier for action
- get the soldier to action
- take care of the soldier during action and
- bring that soldier back home
  and help that soldier's family be
  self sufficient throughout the process...

Key Stakeholders

- **Commanders & Supervisors Throughout the Sustaining Base**

- **Senior Army Civilian and Military Leaders**

- **The DOD Chancellor for Education and Professional Development**

- **Students and Prospective Students**

- **AMSC Alumni**

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Core Competencies

1. **Educate sustaining base leaders.**

2. **Be a sustaining base information resource.**

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Army Management Staff College
Leader Education Programs

Leader development programs
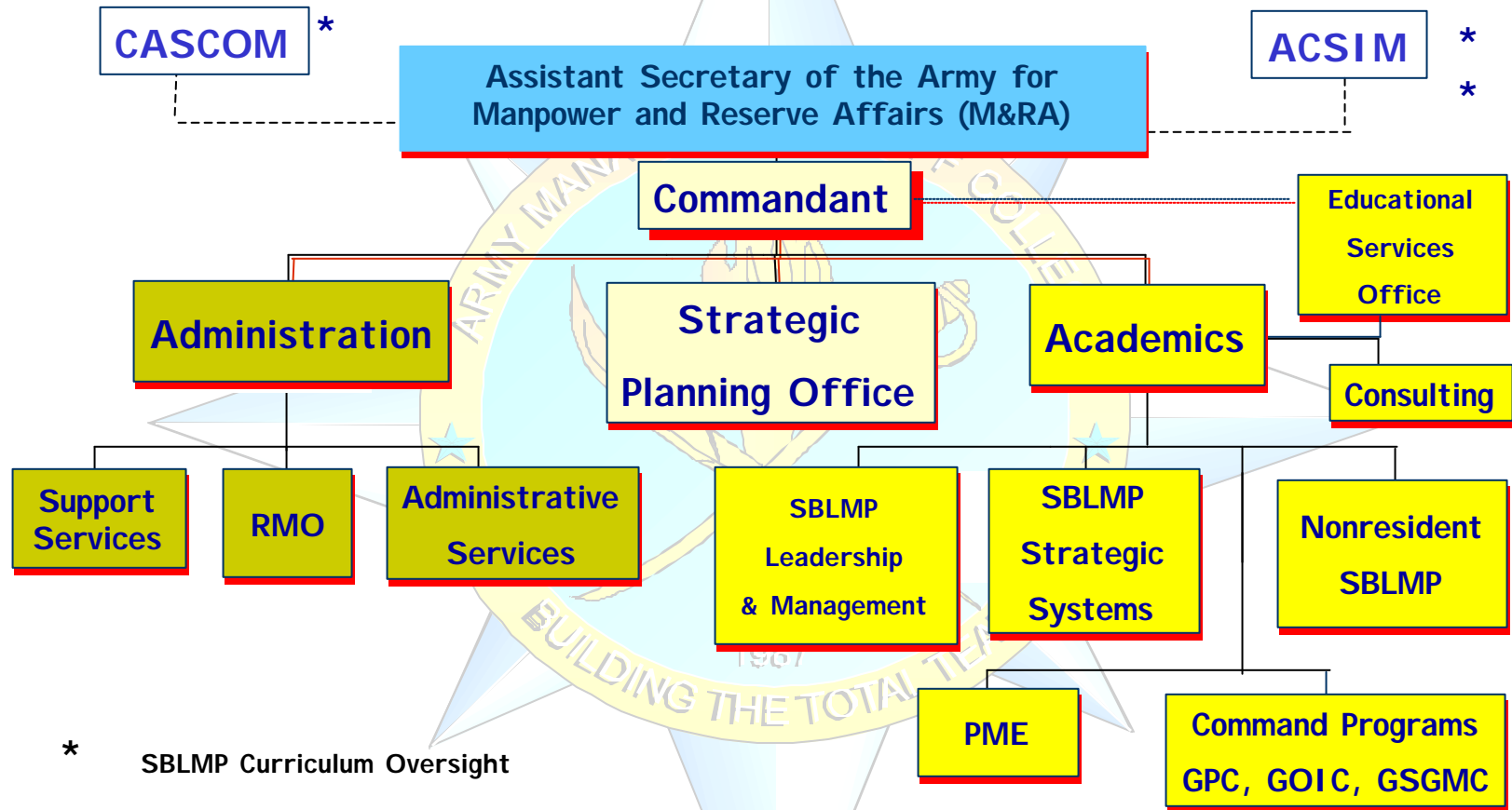
- Sustaining Base Leadership and Management Resident Program (SBLM)
- Sustaining Base Leadership and Management NonResident Program (SBLM-NR)
- Personnel Management For Executives (PME) (I&II)

Command programs

- Garrison Precommand Course (GPC)
- General Officer Installation Command Course (GOIC)
- Garrison Sergeant Major Course (GSGMC)

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AMSC -- Who We Are

CASCOM *

ACSIM * *

Assistant Secretary of the Army for Manpower and Reserve Affairs (M&RA)

Commandant

Educational Services Office

Administration

Strategic Planning Office

Academics

Consulting

Support Services

RMO

Administrative Services

SBLMP Leadership & Management

SBLMP Strategic Systems

Nonresident SBLMP

PME

Command Programs GPC, GOIC, GSGMC

* SBLMP Curriculum Oversight

** Command Programs Curricula Oversight

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Relevancy

Mr. Ernest J. Gregory
Deputy Assistant Secretary of the Army for Financial Operations

"The Army Management Staff College brings military soldiers and DA civilians together to help them understand just how complex the Army really is."

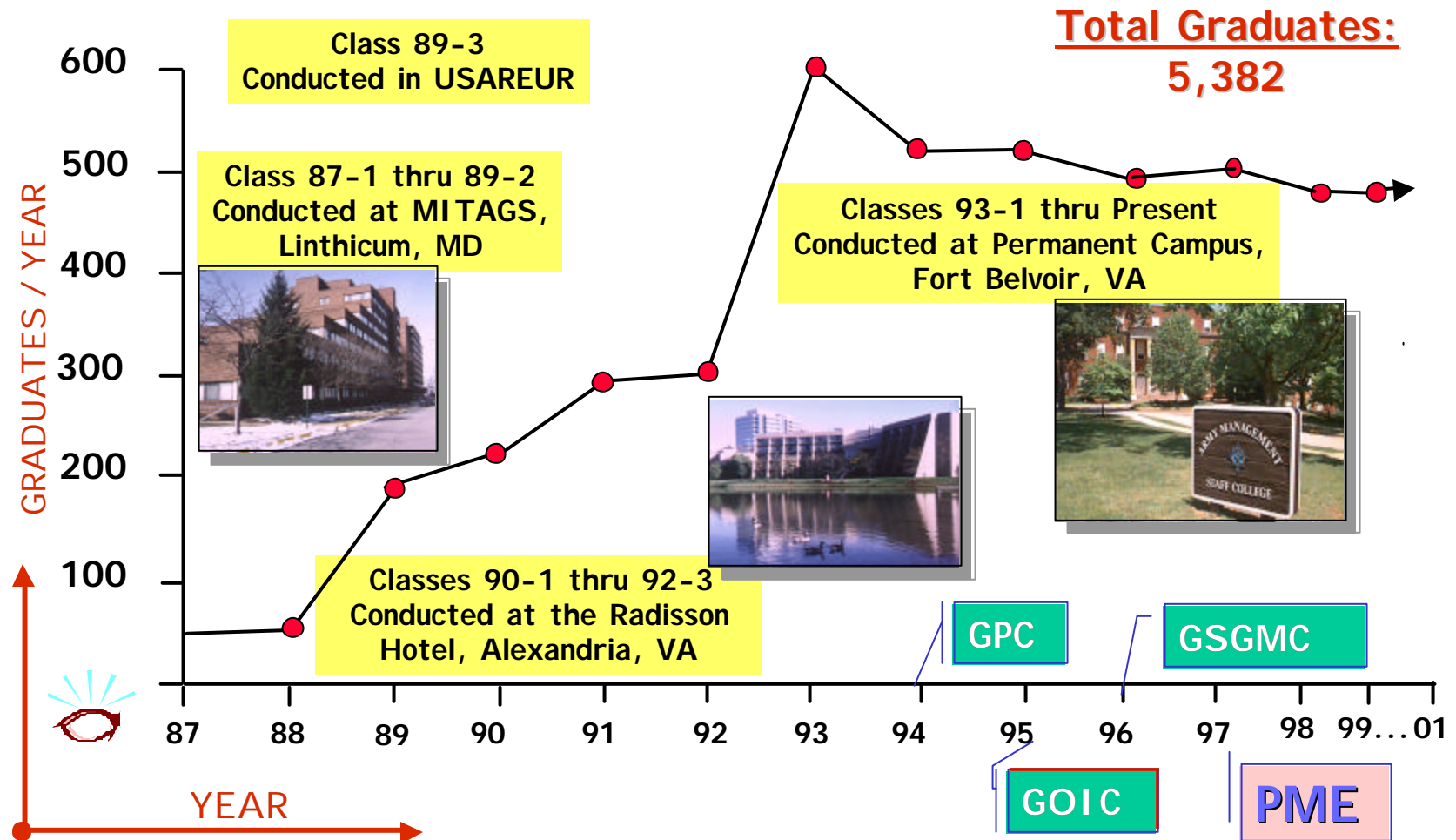*"Educating Sustaining Base Leaders"*

Relevancy

"AMSC graduates are better prepared on all levels for their organizations. They understand how to lead and manage better and they get more technical training on a broader scale that helps put into perspective what they're doing. Another huge factor is the linkups -- there are friendships and working relationships formed that go with you forever. I encourage you to get your people to AMSC."

MG Robert L. Van Antwerp, Jr.
Assistant Chief of Staff for
Installation Management

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Our History

Total Graduates: 5,382

Class 89-3
Conducted in USAREUR

Class 87-1 thru 89-2
Conducted at MITAGS,
Linthicum, MD

Classes 93-1 thru Present
Conducted at Permanent Campus,
Fort Belvoir, VA

Classes 90-1 thru 92-3
Conducted at the Radisson
Hotel, Alexandria, VA

GRADUATES / YEAR

600
500
400
300
200
100

YEAR

87 88 89 90 91 92 93 94 95 96 97 98 99...01

GPC

GSGMC

GOIC

PME

CIVILIAN LEADERSHIP TRAINING

CORE CURRICULUM

(AR 690-400, Chapter 410/413)

EXECUTIVES

- ⭐ SES Training Conference (Resident)
- ⭐ GO/SES Force Integration (Resident)
- ⭐ CCL (Center for Creative Leadership) (Resident)
- ⭐ EO/EEO Orientation (Resident)
- APEX SES Orientation (Resident)
- ⭐ GO/SES Leadership Communications Workshop (PAO)

MANAGERS

- ⭐ MDC (Manager Development Course) (Correspondence)
- OLE (Organizational Leadership for Executives) (Resident)
- PME I/II (Personnel Management for Executives) (Resident)

SUPERVISORS

- ⭐ SDC (Supervisory Development Course) (Correspondence)
- ⭐ LEAD (Leadership Education and Development Course) (on site)

INTERNS

- ⭐ ILDC (Intern Leadership Development Course) (on site)
- ⭐ AODC (Action Officer Development Course) (Correspondence)

Sustaining Base Leadership & Management Program SBLM)
at Army Management Staff College
Defense Leadership and Management Program
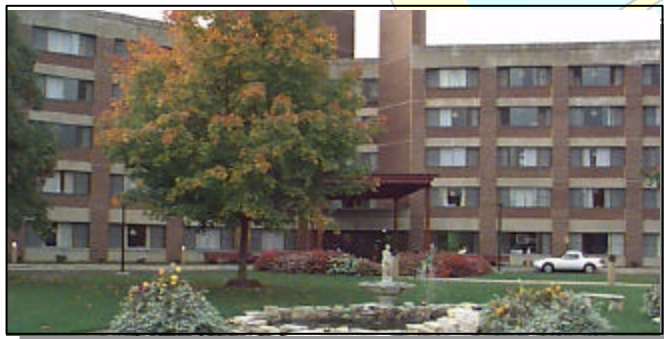Senior Service College

⭐ Mandatory

05/01

Our Campus

Humphreys Hall

Electronic Campus

Knadle Hall

Thayer Hall

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Who attends SBLM?

SBLM Program Class 01-2

Civilian	94%
Military	6%
Avg Grade	13
Avg Age	43
Male	63%
Female	37%
Minority	23%
Prof Degree	3%
Masters Degree	40%
Bachelors Degree	41%
Assoc/No Degree	16%

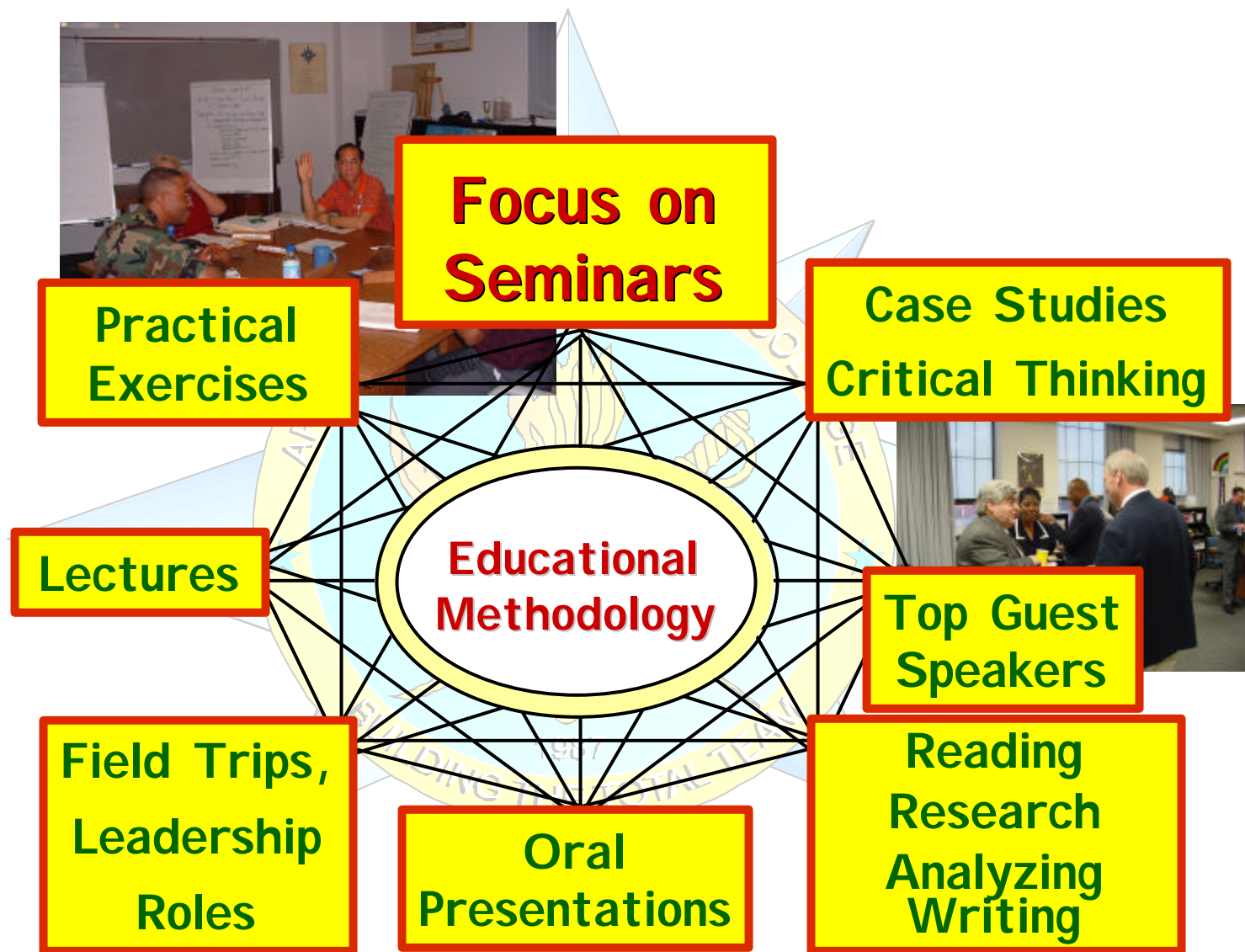All MACOMs and Career Programs represented.

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Am I eligible for SBLM?

- **Target Audience**
  - GS/GM12–14
  - (11's & 15's by exception)
  - MAJ & LTC; CWO, CSM/SGM
- **ACTEDS Funded (except military; Civil Works)**
- **DA Centrally Selected**
- **Four Classes Per Year**
  - Up to 165 students/class (Res) x 3
  - Up to 90/class (Non-Res) x 1
- **12-Week (+2 NR) Resident Program**
- **12-Month Non-Resident Program**

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Focus on Seminars

Educational Methodology

Practical Exercises

Case Studies
Critical Thinking

Lectures

Top Guest Speakers

Field Trips, Leadership Roles

Oral Presentations

Reading Research Analyzing Writing

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Functional Integration

Sustaining Base Leadership, Management, Critical Thinking, & Decision-Making

Personnel

Facilities

Money

Force Development

Logistics

Information

Environment

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Team Leader Development Activity

Sustaining Base Leadership & Management _Resident_ Curriculum

- *Pre-resident Package*

- Terms 1 & 2: Leadership, Management, Critical Thinking & Decision Making

- Term 3: National Security

- Term 4: Operational Army

- Term 5: Designing, Developing & Resourcing the Force

- Term 6: Projecting & Sustaining the Force

- *Track Topics: Issues in Sustaining Base Management*

- Term 7: Capstone

Sustaining Base Exercise

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SBLM Learning Process

Lecture Hall

- **Gives student background information, problem statement, or issue definition**

- **Students research, analyze, produce paper or briefing or both**

- **Students brief teams, seminars**

- **Facilitate After Action Review**

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SBLM *Non-Resident* Curriculum

- *Pre-program Package*

- Term 1: Leadership & Management in the Sustaining Base

- Term 2: Doctrine, Strategy & Forces

- Term 3: Integrating Systems

- Term 4: Force Projection & the Sustaining Base

- *Research Projects*

- Capstone Week

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SBLM
Nonresident Program

- **Established for those individuals who have long-term personal or professional situations that might preclude attendance in residence**

- **Applicants must clearly declare and explain their preference for the non-resident program (mission requirements, personal hardships, etc.)**

- ***This ain't no correspondence course!!!***

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College Life Beyond Academics

Habitat for Humanity

Social Time

PT Test

S.H.A.R.E.

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Life Beyond Academics...

... and much, much more!

Dinner Cruise on the Potomac

Getting to Know You

Karaoke

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ACE Evaluation Results

- **15 GRADUATE SEMESTER HOURS-SBLMP**

| Resident-2001 | Nonresident-1999 |

Government (6)
Logistics Management (6) Bus. Admin or
Management (3 Grad or Upper Level UG)

Management and Strategy (3)
Government (6)
Logistics (6)

- **9 UPPER LEVEL BACCALAUREATE SEMESTER HOURS-SBLMP**

Communications (3)
Human Resources Management (3)
Public Administration (3)

Communications (3)
Management (6)
Health and Wellness (1)

| PME I-2000 | PME II-2000 |

- Management (3) OR
- Human Resource Management OR
- Leadership OR
- Organizational Behavior PLUS
(1) possible additional hour for a paper

(1) in Management, Leadership,
Human Resource Mgt., or
Organizational Behavior.

We have Articulation Agreements with the following schools:

- **Central Michigan University**

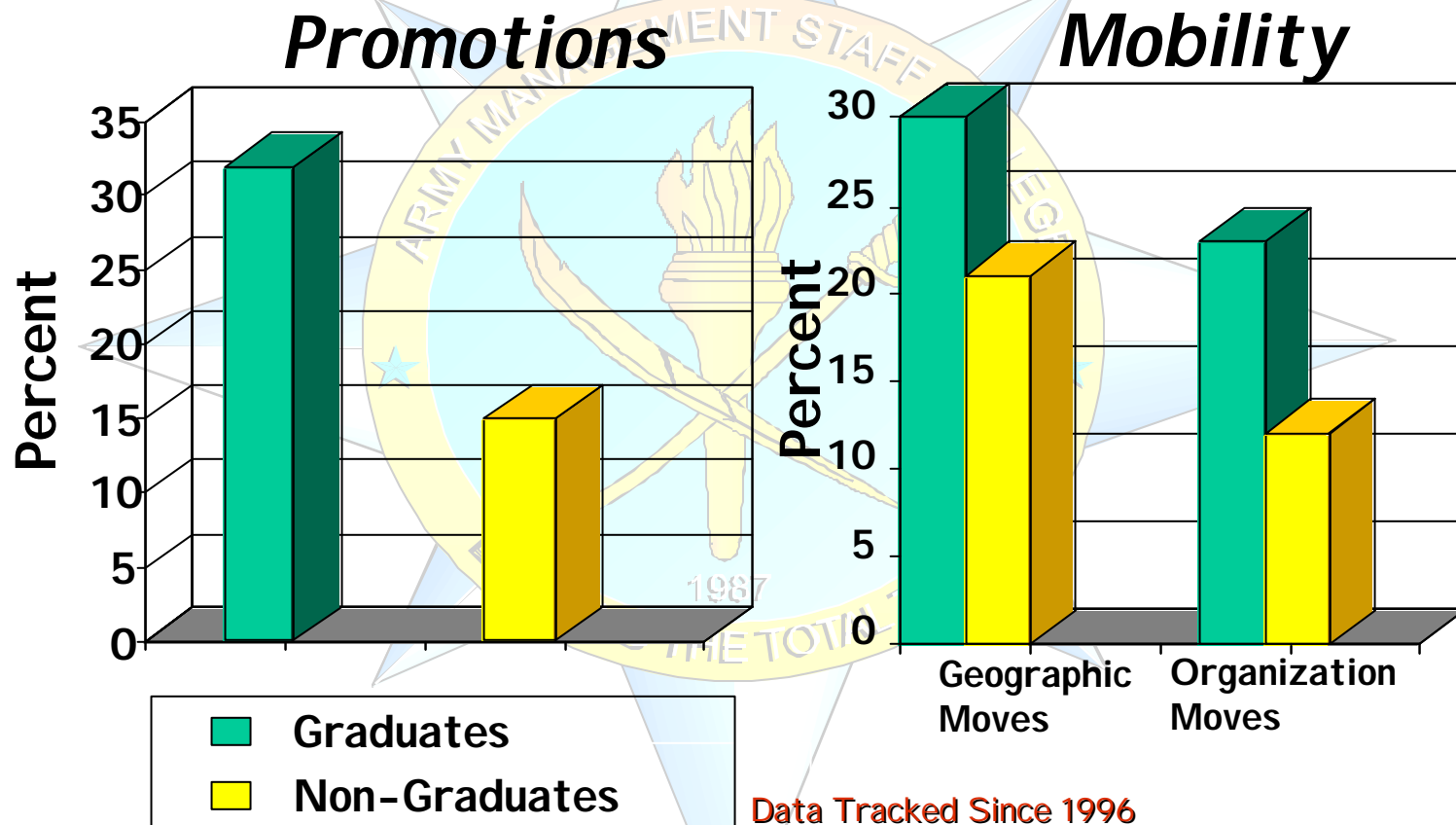- **American Military University**

- **Strayer University**

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Return on Investment --
What our Graduates' Supervisors Say:

- GRADUATES HAVE THE ABILITY TO HANDLE INCREASED RESPONSIBILITY.

- GRADUATES HAVE THE POTENTIAL TO MOVE TO SENIOR LEADERSHIP POSITIONS.

- GRADUATES' CONFIDENCE IN THEIR OWN PERFORMANCE HAS INCREASED.

- GRADUATES' VALUE TO THE ORGANIZATION HAS INCREASED.

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AMSC Longitudinal Study --
How Are Our Graduates Doing?

Promotions

Mobility

Percent (vertical axis, Promotions): 0, 5, 10, 15, 20, 25, 30, 35

Percent (vertical axis, Mobility): 0, 5, 10, 15, 20, 25, 30

Geographic Moves   Organization Moves

- ■ Graduates
- ■ Non-Graduates

Data Tracked Since 1996

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Every morning in Africa that a gazelle wakes up, it knows that it must run faster than the fastest lion or it will be killed.

Every morning that a lion wakes up, it knows that it must run faster than the slowest gazelle or it will starve to death.
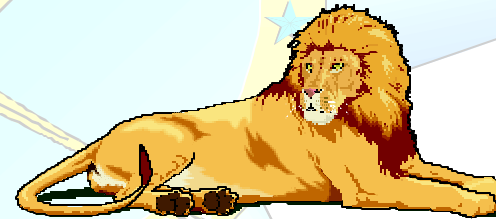
MORAL:
It doesn't matter whether you are a lion or a gazelle. When the sun comes up you had better be running.

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The Electronic Application Process

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Application Process For GS/GM 12-14

- Go to http://www.amsc.belvoir.army.mil for forms and information. Submit thru Electronic Application Process (EAP) to DA Selection Board
- MACOM Commanders can prioritize and endorse.
- Functional chiefs can prioritize and endorse.
- DA Board selects; e-mail notification to MACOMs.
- AMSC notifies applicants of Board results.

Future Classes

CLASS	START DATES	APPLICATION DUE HQ DA	* DA BOARD MEETS
01-3	17 SEP 01	05 Jun, 01	JUN 26-29, 01
02-1	21 JAN 02	09 Oct 01	OCT 30-NOV 2, 01
02-2	20 May 02	Feb 02	Feb 02

* Board Dates Subject To Change

Commissioned Officers

- **<u>Active Duty</u>**

  Branch Assignment Officer or Officer Development Branch [(703) 325-3157, DSN 221]

- <u>Army Reserve</u>

  ARPERCEN POC [(314) 592-0673, Option #4, DSN 892]

- <u>Army National Guard</u>

  POC [(703) 607-7333, DSN 327]

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Warrant Officer, Sergeants Major, and Command Sergeants Major Attendance

- ## Warrant Officer (CW3,4,5)

  Warrant Officer Branch POC [(703) 325-7843, DSN 221]

- ## Sergeants Major/Command Sergeants Major

  Sergeant Major Branch POC [(703) 325-8315/7686, DSN 221]

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Life after SBLM

- 📖 AMSC Alumni Association
- 📖 Continued Education through ACE
- 📖 PME
- 📖 DLAMP
- 📖 SSC

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PERSONNEL MANAGEMENT FOR EXECUTIVES
(PME I & II)

National Weather Service
Training Center, Kansas City, MO

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PME – Who can attend?

ELIGIBILITY -- 65 Per Class, PME I (9 days)

PME II (5 days)

- **GS/GM-13 & 14 and equivalent wage grade**
  - 12's & 15's by exception
- **Field grade military**
- **Specifically for supervisors/leaders**
- **Priority to Army; open to all Federal agencies**

**CENTRAL FUNDING FOR DA CIVILIANS***
*(Civil Works, NAF, and Reserves on a reimbursable basis)

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PME What's it all about?

Selected Issues Covered

- Managing the assets of a diverse workforce

- Improving team building skills

- Improving self awareness and human relations skills

- Apply critical values & ethics in the workplace

- Integrating personality & communication styles with leadership

- Improving active listening skills

- Utilizing communication styles for organizational growth

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PME

APPLY TODAY

online at our web site

www.amsc.belvoir.army.mil

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Defense Leadership & Management Program

(DLAMP)

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What is DLAMP?

A program developed by OSD in response to recommendations on management of senior DOD personnel (GS13-SES).

DOD Directive 1430.16, April 97

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DLAMP Key Positions

Requires a Dept-wide perspective, responsible for people, policy, programs, & other resources of broad significance.

➤To be designated by components

➤NTE 10% of positions at GS13 through SES

➤Total DOD (3000); Army (1025)

Graduates and participants to receive "priority consideration" in filling vacancies

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Nomination/Selection Process DLAMP

Participant Selection

- Components nominate GS/GM 13/14/15s

- DLAMP Council ratifies selections

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Bottom Line

- Builds the Army's strength to deal with
- Change today and tomorrow
- Integrates all its resources and programs--synergy
- Practitioners help practitioners practice
- Externally evaluated and validated programs

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AMSC - -
Why
We're
Here !